

**Plaintiff  
Jackie Fisher's**

**Response in Opposition  
to Defendants'**

**Motion for  
Summary  
Judgment**

**EXHIBIT  
18**

**THE UNIVERSITY OF TEXAS MEDICAL BRANCH  
AT GALVESTON  
UTMB MANAGED CARE**

GRIEVANCE ☒ APPEAL ☐

**RECEIVED**

**APR 12 2006**

TO: Human Resources

FROM: Jackie Fisher  
(Employee Name/Complainant)

RN, CNM  
(Job Title)

Medical - Estelle RMF  
(Department and Facility)

The following grievance/appeal is submitted in accordance with The University of Texas Medical Branch Managed Care Discipline and Dismissal, Grievance or Appeal Policy:

**FOR GRIEVANCE ONLY**

Reason for Grievance (Include UTMB Managed Care Policy violated, if any):

Harassment and  
Hostile Work environment

Date occurred: on-going

Employee's Statement (Additional pages may be attached, if needed):

See attachment - page 1 of 1

**FOR APPEAL ONLY**

Action being appealed:

☐ Dismissed  
☐ Suspension without pay  
☒ Demotion

Date occurred: \_\_\_\_\_

Desired Results:

A conducive work environment that does not  
tolerate harassment.

Jackie Fisher  
Employee's Signature

4-11-06  
Date

Return the completed form and supporting information to your local UTMB Managed Care Human Resources Office.

**FOR USE BY HUMAN RESOURCES ONLY**

Sandy Baker  
Human Resources Representative

Grievance No. 06-04-003-6

**MANAGEMENT CONTACT:**

Verbal Presentation:	<u>NA</u>			
	Date			Resolution
Level 1	<u>4/12/06</u>	<u>4/17/06</u>	<u>4/26/06</u>	Resolution
	Date Rec'd	Date to Respondent	Due Date	
Level 2				Resolution
	Date Rec'd	Date to Respondent	Due Date	
Level 3				Resolution
	Date Rec'd	Date to Respondent	Due Date	

ms. Gutcher on vacation until 4/17/06

**FISHER-100305**

April 11, 2006

To: Sandy Rader  
HV Cluster HR Administrator  
Huntsville, Tx. 77340

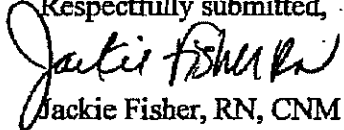
Ref: Hostile Working Environment

It was reported to me by the employee that on or around 3/29/06, Mr. Watson came to the Estelle RMF's South Pod work location without cause and requested to speak with Ms. Sevilla, Nurse Assistant in his office. When Ms. Sevilla arrived at his office, he commented to her, it has been reported that Ms. Fisher treats some of the employees bad. She (Ms. Fisher) yells and scream. Would you provide me a written statement of how Ms. Fisher treats you? According to Ms. Sevilla she reported that Ms. Fisher treats me fine, I don't have any problems with her or her supervision and declined to provide a written statement. At that time, Mr. Watson thanked her for coming and dismissed her from his office.

The constant solicitation and summons of my staff to complain about me is very unprofessional and has no positive impact in the workplace. This type of relationship empowers some of the staff and makes it hard to supervise them. While other staff view this behavior from Mr. Watson as intimidating and undesirable.

Mr. Watson has made multiple attempts on several levels to identify short comings and pitfalls in my work performance and management abilities. In my opinion, his constant harassment is an act of retaliation because of the meeting I had with the Northern Region's HR Administration and DON to discuss my concerns in regards to him. Mr. Watson's behavior continues to create a hostile work environment.

Respectfully submitted,

  
Jackie Fisher, RN, CNM

cc: file

FISHER-100306